

Parole Board Facts – FY '08

http://www.bop.state.ia.us/



General Information

Address: 510 East 12th Street
Suite 3
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 11	# PT EEs: 3	# Temporary EEs: 1	Average Length of Service: 12.57
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Span of Control: N/A	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	4	<25	0	45-54	1	# of Females:	8	# of Males:	3
25-34	3	55-64	3	25-34	0	55-64	2	% of WF:	72.73%	% of WF:	27.27%
35-44	1	65+	0	35-44	0	65+	0	Average Age:	44.54	Average Age:	48.14
Employee Average Age: 45.52				Supervisor Average Age: 55.40				Average Length of Service: 10.39		Average Length of Service: 18.39	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	3	# of Non-minorities:	8
% of Workforce:	27.27%	# of Asian:	0	% of Workforce:	72.73%
Average Age:	52.47	# of American Indian:	0	Average Age:	42.91
Average Length of Service:	13.67	# of Hispanic or Latino:	0	Average Length of Service:	12.16

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1	# of Persons With Non-Disabilities:	9
% of Workforce:	9.09%	% of Workforce:	81.82%
Average Age:	55.65	Average Age:	44.78
Average Length of Service:	13.63	Average Length of Service:	13.26

Officials/Administrators EEO Category 1: 3	Professionals EEO Category 2: 6	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 19.05%	Hire Rate: 9.52%	Number Hires: 1	Transfer In: 0
Retirements: 0	All Terminations: 0	Voluntary Quits: 0	Transfer Out: 2

# of Classes Used: 10	Most Populous Classes: Administrative Assistant 1 (2), 9 classes with 1 incumbent each		
Separations - By Class:	None		
# Eligible for Retirement:	4 in next 5 years	% Eligible: 36.36%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$1,895.52	Sick Leave Payouts: \$0	Annual Payroll: \$768,188.07	Avg. Base Salary: \$61,777	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$48,371.00	Vacation Days Earned: 213.0	Vacation Used Expense: \$44,365.64	Vacation Days Taken: 192.7
Workers' Comp Days Used: 0	Sick Leave Days Earned: 186.5	Reg. Sick Leave Used Expense: \$25,532.16	Reg. Sick Leave Days Used: 127.7	Converted Sick Leave To Vacation Days Used: 17.5
	Sick Leave -Earned Value: \$36,347.24		Avg. Sick Leave Days Per EE: 11.61	Converted Sick Leave To Vacation Used Expense: \$5,923.36
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 12, 2009